

DECREE-LAW No. 1/2009
of 15 January

**ALLOWANCES FOR PROFESSIONALS IN THE JUSTICE
SECTOR AND THE NATIONAL UNIVERSITY OF TIMOR-
LESTE**

The Ministries of Justice and Education consider an additional remunerative system to be indispensable for improving the use of available human resources and the effective pursuit of public interest in the two sectors.

The establishment of a pay supplement for judges, prosecutors and public defenders, as well as for the rector, deputy rector, dean, deputy dean, heads of department, and lecturers at the National University of Timor-Leste, as well as a leadership allowance is the means by which the aforementioned aims may be reached. Such measures represents an attempt at making the salary levels of these professionals match the degree of responsibility and the practical demands on their jobs. They are also aimed at promoting an improved assistance and economic performance and a higher level of satisfaction from those who seek the services of the Justice sector or the National University of Timor-Leste.

Thus, pursuant to article 116(d) of the Constitution of the Republic, and to article 67(2) of Law No. 8/2004 of 16 June, the Government enacts the following to have the force of law:

Article 1

The present statute regulates the criteria and conditions by which financial incentives shall be allocated to professionals in the Justice and Education sectors who fall under the scope of the present statute.

Article 2

The present statute is extensive to judges, prosecutors and public defenders, as well as to the rector, deputy rector, dean, deputy dean, heads of department, and lecturers of the National University of Timor-Leste.

Article 3

Financial incentives shall be allocated equally to all the members within a professional group, and there shall be no accumulation of incentives.

Article 4

1. A pay supplement shall be added to the salary of judges, prosecutors and public defenders, as well as to those of the rector, deputy rector, dean, deputy dean, heads of department, and lecturers of the National University of Timor-Leste. Such supplement shall be paid monthly, as per Attachment I which is a part of the present statute.
2. Without prejudice to what is stated in article 4(1), an allowance shall be paid to professionals in leadership positions.

Article 5

The financial incentives in this statute are temporary and relate to the period between July 1st, 2008 and December 31st, 2008.

Article 6

The present statute will into force on the day following its publication and its effects shall be retroactive starting from July 1st, 2008.

Approved by the Council of Ministers on 3 December 2008.

The Prime Minister

Kay Rala Xanana Gusmão

The Minister of Finance

Emília Pires

The Minister of Justice

Lúcia Lobato

The Minister of Education

João Cândia Freitas

Promulgated on 18 December 2008

For publication

The President of the Republic

José Ramos-Horta

Attachment I

PROFESSIONAL CAREER	PAY SUPPLEMENT	LEADERSHIP ALLOWANCE
Judges	180.5	
Prosecutors	133	
Public defenders	133	
Rector	0	300
Deputy rector	0	200
Dean	0	150
Deputy dean	0	125
Head of department	0	100
Lecturer with PhD	207.5	
Lecturer with Masters degree	133	
Lecturer with Licenciatura (4 year degree)	50	
Lecturer with Bachelor degree	25	